

A Study on Labour Rights for Women in Metropolitan India

Brijesh Bahadur Singh¹ and Dr. Narendra Kumar Singh²

¹Research Scholar, Department of Law

²Associate Professor, Department of Law
Kalinga University Raipur, Chhattisgarh

Abstract: *The rapid pace of urbanization and economic development in India has brought a growing number of women into the workforce, especially in metropolitan areas. Despite constitutional and legislative safeguards, women in urban India continue to face significant challenges in securing their labour rights. This study critically examines the status of labour rights for women in metropolitan cities, focusing on wage disparity, occupational segregation, workplace harassment, maternity benefits, and access to social security. The research highlights gaps in the implementation of key legislations such as the Maternity Benefit Act, the Equal Remuneration Act, and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. It also explores how informal employment and socio-cultural norms exacerbate gender inequality in the labour market. Drawing on government reports, legal analysis, and secondary data, the study proposes policy recommendations to strengthen enforcement mechanisms and promote inclusive urban work environments. The findings underscore the need for gender-sensitive labour reforms, better compliance infrastructure, and multi-stakeholder engagement to ensure dignified and equitable employment for women in India's metropolitan regions.*

Keywords: Labour Rights, Women Workers, Metropolitan India, Gender Equality